COMPREHENSIVE SOLDIER FITNESS

STRONG MINDS ★ STRONG BODIES

Resilience Training

Lesson 4

COMPREHENSIVE SOLDIER FITNESS
STRONG MINDS ★ STRONG BODIES

Identify Strengths in Self and Others

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Identify Strengths in Self and Others: B.L.U.F.

- Identify Strengths in Self and Others helps to build Strengths of Character.
- Knowing and using your strengths and the strengths of others will strengthen your organization and family.

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Character Strengths

- What is right with you
- Who are you at your best
- How are you already using your Signature Strengths (the strengths that best describe you)?
- How can you use your Signature Strengths to achieve optimal performance?
- How can you strengthen your family or workplace through your focus on strengths?

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Army Core Values are Character Strengths

- **L**oyalty
- **D**uty
- **R**espect
- **S**elfless Service
- **H**onor
- **I**ntegrity
- **P**ersonal Courage

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All strengths are good…

- But we can’t have them all equally!
- All of us have top strengths and bottom strengths.
- Your top strengths are called your Signature Strengths.

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Signature Strengths: In Your Bloodstream

- One believes that he/she is being “true to oneself” when using the strength.
- One feels that he/she can’t help but use the strength (when the opportunity to do so arises).
- When using the strength, one feels energized rather than exhausted.
- The motivation to use the strength comes from within the person. (No one else has to remind or persuade him/her to use it.)

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Values in Action (VIA) Character Strengths

- Wisdom and Knowledge
  - Curiosity/Interest
  - Love of Learning
  - Open-mindedness/Judgment
  - Originality/Ingenuity/Creativity
  - Perspective
- Courage
  - Bravery/Valor
  - Industry/Perseverance
  - Integrity/Honesty
  - Zest/Enthusiasm
- Humanity
  - Love/Intimacy
  - Kindness/Generosity/Nurturance
  - Social Intelligence
- Justice
  - Citizenship/Duty/Loyalty/ Teamwork
  - Equity/Fairness
  - Leadership
- Temperance
  - Forgiveness/Mercy
  - Modesty/Humility
  - Prudence/Caution
  - Self-control/Self-regulation
- Transcendence
  - Appreciation of Excellence/Beauty
  - Gratitude
  - Hope/Optimism
  - Humor/Playfulness
  - Spirituality/Religiousness

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Name the Signature Strength…

- Name one or more of the Signature Strengths of the individuals presented.
- Refer to the Guide for a list of strengths (pp. 30-31).

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Chris Rock

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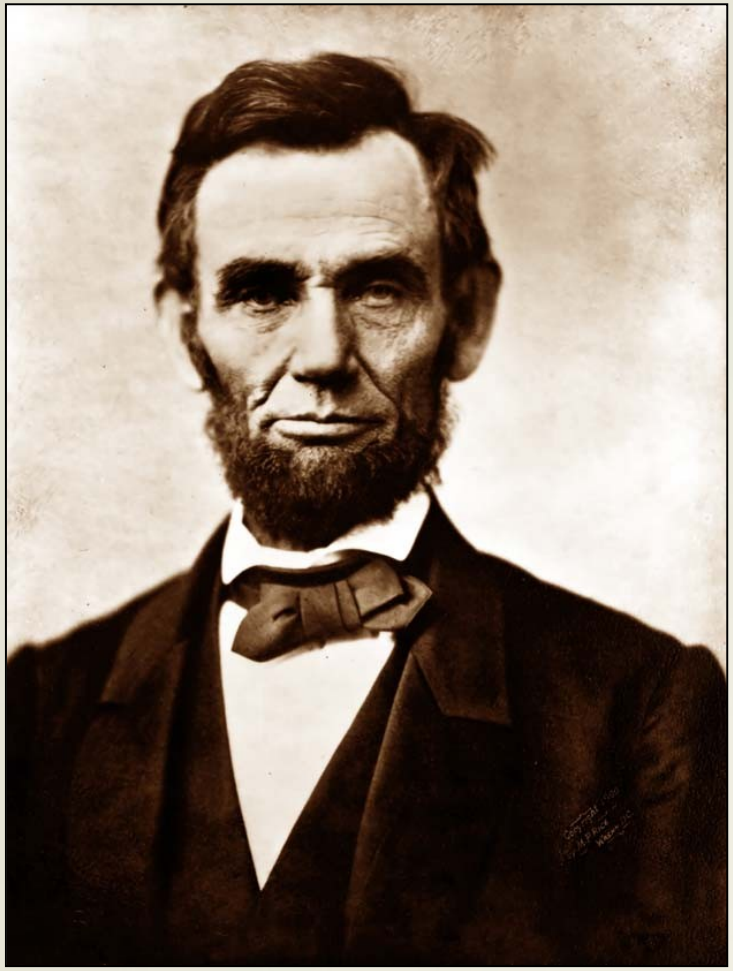
Abraham Lincoln



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Rosa Parks

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A Family

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Identify Strengths in Self and Others: Key Principles

- **Know your strengths:** Knowing your strengths is as important as knowing your weaknesses.
- **Can't have them all:** No one can have all the strengths.
- **Shadow side:** Each strength has a shadow side that can get you in trouble or limit you.

U.S.ARMY
ARMY STRONG.℠

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Your Strengths

- Write your name under your signature strengths listed on the dry erase boards.
- If you don’t think the VIA captured your signature strengths, choose the strengths that describe you best.

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Strengths Survey Activity

- In pairs, review your Strengths Survey. Use the questions on the worksheet to guide your discussion.
- Record important learning to share with the rest of the group.

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Identify Strengths: Check on Learning

- How can your knowledge of Character Strengths help you to build more effective teams and stronger relationships?
- What shadow sides do you need to manage better?
- How can you cultivate a willingness – in yourself or others – to ask for help by using a strengths perspective?
- How do you use strengths to rejuvenate?

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Overcoming Adversity

- Take a few minutes and write a brief story about a time when you overcame some type of adversity.
- Does not have to be a life changing event
- You will tell your story to a partner.

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Use Strengths in Challenges

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Use Strengths in Challenges: B.L.U.F.

- Using Strengths in Challenges helps to build Strengths of Character.
- You can use your top strengths and the strengths of others to overcome challenges.

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Activity: Identifying Strengths in Each Other

- Read the strengths story you wrote about to your partner.
- Your partner will name the Character Strengths he/she hears in your story.
- Discuss with your partner the specific actions you took and how they were linked to your Character Strengths.

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Use Strengths in Challenges: Debrief

- How did you use your strengths to deal with the challenge?
- What specific actions did your strength lead to?
- How can other people approach the situation differently based on their strengths?
- What did you learn from this activity?

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Use Strengths in Challenges: Key Principles

- **Useful in teams:** Leverage the strengths of team/family members so that you make sure people are working together as effectively as possible.
- **Strengths of Character:** Using Strengths in Challenges builds all of the resilience competencies; Strengths of Character is a primary target.

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Use Strengths in Challenges: Check on Learning

What is the skill?

Use Strengths in Challenges to build positive emotions, enhance performance, and build stronger teams.

When do I use it?

Use Strengths in Challenges to create effective teams, deepen engagement, and overcome challenges.

How do I use it?

Identify ways you already use your Character Strengths and new ways to use them in your daily life and when confronted with a problem.

How can use 'strengths in others' at home or at work? How can you use adversity to help your family learn and grow?

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Building Strong Relationships

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What You Will Get Out of This

- You will master skills to strengthen your relationships through communication strategies.
- You will learn how to discuss problems effectively, respond constructively to positive
effective

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Communication Skill Set

- **Active Constructive Responding:** Respond to others to build strong relationships.
- **Praise:** Praise to build mastery and winning streaks.
- **Effective Communication:** Communicate clearly and with respect.

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Active Constructive Responding and Effective Praise

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Active Constructive Responding and Effective Praise: B.L.U.E.

- Active Constructive Responding (ACR) and Effective Praise help to build Connection.
- You can strengthen your relationships by responding actively and constructively to others' positive experiences.
- Effective Praise identifies what was working and creates winning streaks.

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Build Strong Relationships through ACR

- There are four ways people tend to respond when others share good news, talk about a positive experience, or describe a success.
- Only one of the four styles leads to stronger relationships.

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What do we mean by positive experience?

- I found a good parking spot.
- My kid got an “A” in school.
- I passed a tough exam.
- I just got promoted.
- I called home last nig
  had a great talk.
- It wasn’t so hot out.

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But… how the other person responds matters.

	Constructive	Destructive
Active	**<u>Authentic</u> interest, elaborates the experience; person feels validated and understood**	Squashing the event, brings conversation to a halt; person feels ashamed, embarrassed, guilty, or angry
Passive	Quiet, understated support; conversation fizzles out; person feels unimportant, misunderstood, embarrassed, or guilty	Ignoring the event; conversation never starts; person feels confused, guilty, or disappointed

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Your face is worth a thousand words...

	Constructive	Destructive
Active		
Passive		

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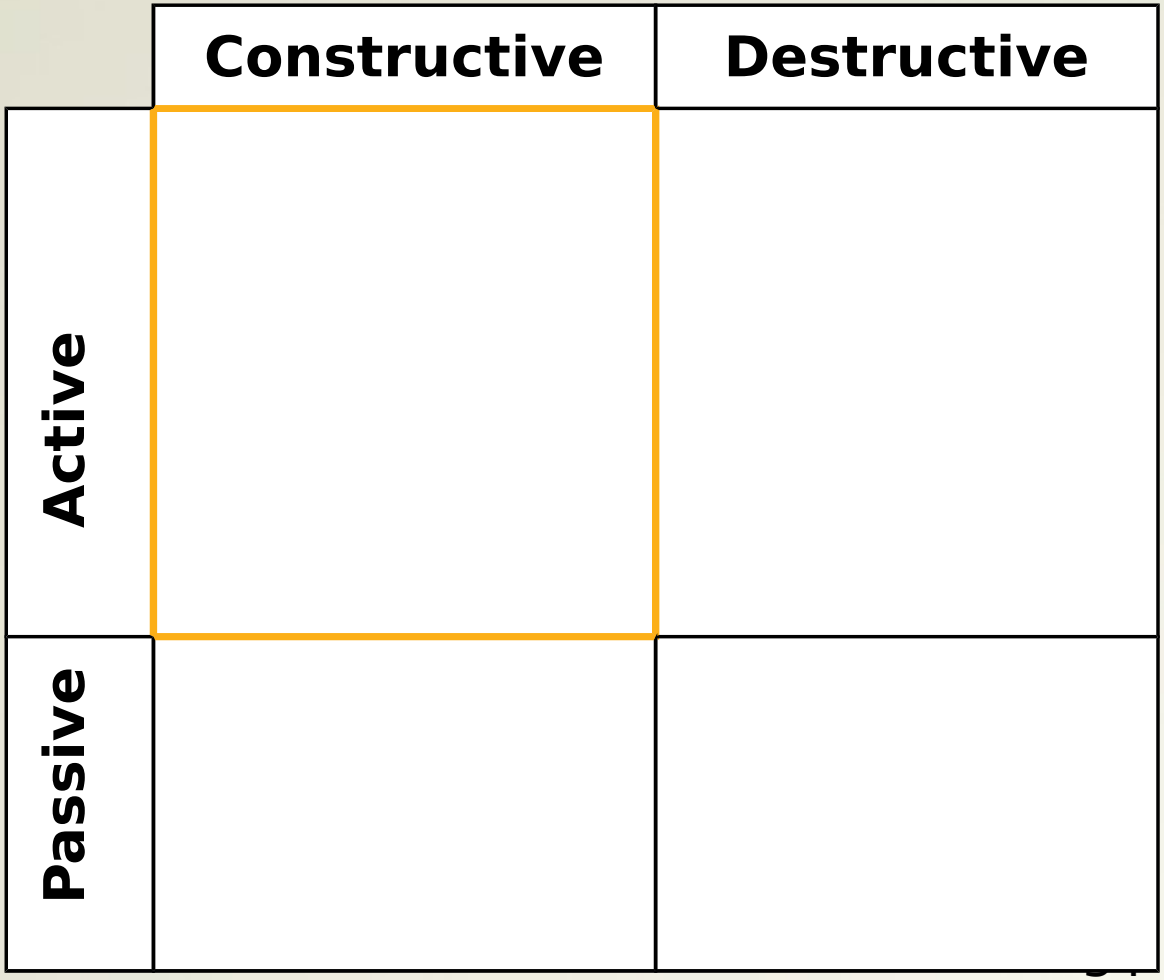
ACR Demonstration



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My ACR Moment

	Constructive	Destructive
Active		
Passive		

What prevents me from staying in the ACR box?

What strengths help me stay in the ACR box?

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What are your patterns?

- Make a list of the key people in your life (family members, friends, colleagues, etc.).
- Think about which box indicates the style of responding that is typical of you with that individual (consider what you say, how focused versus distracted you are, your body language, etc.).
- Record each individual's name in the box that indicates your typical way of responding with that person.
- Identify factors that lead to non-AC responses, and factors that lead to ACR.

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Make Your Praise Praiseworthy:

A Special Case of Active Constructive Responding

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Effective Criticism

- When someone we care about fails, underperforms, or struggles, we don't say, "Man, you are dumb as a rock."

- Effective criticism names the process, strategy, behavior that led to the problem (e.g., "You're jerking the trigger instead of squeezing it.")

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Effective Praise

- When you recognize someone and offer praise, name the *specific strategy, effort, or skill* that led to the good outcome. It just takes another sentence.
- Naming strategy does three things:
  - Demonstrates you were really watching
  - Demonstrates authenticity
  - Enables winning streaks
- This is AAR at the individual level.

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ACR & Praise Practice

- Person 1 shares positive experience and Person 2 practices ACR and Praise (if Praise is appropriate).
- Switch roles

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ACR and Praise: Applications

- How can you use ACR and Effective Praise to cultivate teams, offer recognition, or communicate about successes?
- How are ACR and Effective Praise already used in your family or your workplace?

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ACR and Praise: Key Principles

- **Four types of responding:** There are four ways people tend to respond when others share a positive experience: AC, AD, PC, PD.
- **ACR:** ACR conveys authentic interest, and the responder helps the sharer think more deeply about the positive experience.
- **Benefits of ACR:** ACR leads to stronger relationships, belonging, well-being, and life satisfaction for both parties.
- **Effective Praise:** Name the strategy, process, or behavior that led to the good outcome. It builds motivation, optimism, and winning streaks.

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ACR and Praise: Check on Learning

What is the skill? ACR conveys authentic interest and helps the other person relive the positive experience. Effective Praise focuses on the strategy, behavior, or process that brought the good outcome.

When do I use it?

When do I use it? Use ACR when someone shares a positive experience with you and Praise when you want to build motivation and performance.

How do I use it?

How do I use it? Respond to positive experiences by conveying interest and by asking questions. When giving Praise, name the

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